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ABSTRACT

The report provides information on the special education professional personnel in Michigan schools from 1979 through 1987. The first section covers instructional-ancillary personnel and student counts with specific information on personnel distributed by age, by assignment, by educational attainment, and by region; personnel and student ratios; and newly assigned instructional and ancillary personnel. Section II focuses on personnel attrition and retention rates with cumulative attrition or retention rates by certificate endorsement area for school years 1979-80 through 1986-87. Section III provides information on certificate endorsements, school years 1979 through 1987 including endorsements for instructional-ancillary personnel recommended by the teacher-training institutions in 1986-87 and comparison of 1986-87 staff with those of previous years. Section IV looks at instructional personnel approvals including number of recommendations for teacher approvals that were granted as temporary approvals, continuing approvals, and emergency approvals. The final section examines administrative-supervisory personnel and student count. (DB)

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SPECIAL EDUCATION PERSONNEL IN MICHIGAN PUBLIC SCHOOLS 1979-1987

Michigan State Board of Education
April, 1988

EC 211100

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SPECIAL EDUCATION PROFESSIONAL PERSONNEL IN MICHIGAN SCHOOLS
1979 through 1987

Introduction

The Michigan Department of Education (MDE) has developed a number of personnel reports over the years. This compilation is a continuation of these previous reports that deal with characteristics that affect the supply and demand of special education professional personnel in Michigan public schools. In completing this report, some information from previous reports was used.

The report is divided into five sections with specific information addressed under each.

Section I: Instructional-Ancillary Personnel and Student Counts

A. Staffing of special education instructional-ancillary personnel and ancillary personnel and comparison of staff with student counts.

B. Instructional and ancillary personnel in 1986-87 distributed by age, by assignment, by educational attainment and by region.

C. Personnel and student ratios for school year 1986-87.

D. Instructional and ancillary personnel newly assigned in special education in 1986-87.

1. Number of staff newly assigned who were newly graduated or with zero years of teaching experience.

2. Number of staff newly assigned who had one or more years of teaching experience.

Section II: Personnel Attrition and Retention Rates

A. Number of staff assigned in school years 1979-80 through 1985-86 still in special education assignments in 1986-87 and number of staff no longer in special education assignments.

B. Cumulative attrition or retention rates for instructional and ancillary personnel, by certificate endorsement area, for school years 1979-80 through 1986-87.

Section III. Certificate Endorsements, School Years 1979 through 1987.

A. Endorsements for instructional-ancillary personnel recommended by the teacher-training institutions in 1986-87.

B. Comparison of 1986-87 staff with those of previous years.

Section IV: Instructional Personnel Approvals: 1979 through 1987

A. Recommendations for teacher approvals received by Special Education Services from 1979 through 1987.

B. Number of recommendations that were granted as temporary approvals, continuing approvals, and emergency approvals.

Section V. Administrative-Supervisory Personnel and Student Count

A. Administrators and supervisors employed in special education in school year 1986-87 and the number of those employed in school years 1979-80 through 1985-86 still in special education administrative assignments in 1986-87.

B. Recommendations for administrator approvals received by Special Education Services from 1979 through 1987 and a comparison of administrative staff with student counts.

Limitations of the Data

In determining the number of special education personnel, the following were not considered due to resource and time constraints:

1. Number of qualified special education personnel who are available but not registered as potential personnel;

2. Number of special education professional personnel in nonpublic schools;

3. Number of available and qualified substitute teachers;

4. Number of other special education personnel, both professional and paraprofessional, such as work study coordinators, curriculum resource consultants, physical education teachers, etc.

The report is limited to the data on prior and currently employed special education professional personnel, on personnel with special education certificate endorsements, and on those granted special education temporary or emergency approvals for special education assignments.

Procedures

The report analyzed data on special education professional personnel as they relate to such factors as age, educational attainment, teaching experience, certificate endorsement area and supply. Computer tape copies of the Michigan Professional Personnel Register (MPPR) and the Teacher Certification Master File (TCMF) compiled by the Teacher Preparation and Certification Services for school years 1979-80 through 1986-87 were used as data bases. These data sources contain descriptive information on employed professional personnel with special education assignments in the state's public schools: basic classroom teachers and/or teacher consultants for the mentally impaired, POHI, emotionally impaired, visually impaired, hearing impaired, autistic impaired, and learning disabled; teachers of the speech and language impaired; school social workers, school psychologists; occupational/physical therapists; and directors and supervisors. Records on personnel emergency and temporary approvals maintained by the Special Education Services office were also used to gauge availability of personnel supply. Special education reports generated from SE-4568 data were used in determining unduplicated student head counts.

To assure that information collected through a number of MDE data gathering forms were valid for the specific purposes of this report, different codes of the same terms were reconciled for consistency of meanings across these forms: TE-4290, DS-4096, and DS-4061 for personnel information, and SE-4568 for student statistics by age and disability category. Corresponding personnel groupings such as directors and supervisors (Administrators) and classroom teachers and teacher consultants (e.g., teachers and teacher consultants for LD, EMI, POHI, etc.) were determined to better reflect more meaningful information. Data tables and charts include areas of certificate endorsements with corresponding Special Education and Teacher Certification codes to facilitate review. Terms used are defined in Attachment A. Specific alpha and numeric codes are likewise included in the Attachment.

To determine personnel supply, data concerning employee attrition and hiring were compared with those of special education student counts over an eight-year period. Personnel totals were compared with student unduplicated counts (SE-4568) statewide and by region to show student to staff ratios.

Personnel totals were determined by a computer run of Department data based on form TE-4290. Social security numbers of personnel were compared over time to identify employees who were newly assigned or reassigned to special education. Incidences of non-reassignment were considered indications of attrition. Causes of attrition were not investigated.

EXPLANATION OF DATA

Section I: Instructional-Ancillary Personnel and Student Counts

Staffing of special education instructional and ancillary personnel and comparison with student counts.

Table 1 shows totals of instructional and ancillary personnel employed over an eight-year period, from school years 1979-80 through 1986-87. Although the numbers of employed personnel with Learning Disabled (SM) certificate endorsements increased significantly over the years studied, there were more personnel with mentally impaired certificate endorsements, 3,667 or 29.3% of totals for 1979-80 and 3,558 or 27.1% for 1986-87. The gradual increase of aggregated personnel totals stopped in 1981-82, but began to increase again in 1983-84. Data do not include special education personnel in nonpublic/ parochial schools and other special education-assigned professionals such as work study coordinators, curriculum resource consultants, physical education teachers, etc.

Table 1-a compares staffing and student enrollment patterns. The percentage of personnel increase for 1986-87 exceeds the percentage of increase in student counts.

Instructional and ancillary personnel in 1986-87 distributed by age, by assignment, by educational attainment, and by region.

Tables 2 and 2-a present a limited profile of instructional and ancillary personnel employed in school year 1986-87. As in the preceding tables, personnel with certificate endorsements in mentally impaired exceeded those of other endorsements: 3,558 or 27.1% of the total 13,132 employed for the year. Of this total, 10,539 or 80.3% were females; 6,290 or 47.9% belong to the 31-40 age group; 7,427 or 56.6% completed Master's degrees; and 4,945 or 37.7% were assigned to provide instructional services to handicapped students Pre-K through Grade 12. One and a half percent or 191 were assigned to do administration-related functions.

Table 3 shows the school year 1986-87 employment by region. It indicates that 5,756 or 43.8% of the total 13,132 were employed in Region V, where there is the greatest concentration of handicapped students. Region I has the least number of instructional personnel, 377 or 2.9% of the state total. Of the total 13,132 personnel employed, 420 or 3.2% had SL (hearing impaired) certificate endorsements.

Attachment B is a state map with the five special education planning regions delineated.

TABLE 1
SPECIAL EDUCATION INSTRUCTIONAL AND ANCILLARY PERSONNEL
EMPLOYED IN MICHIGAN PUBLIC SCHOOLS, 1979-87

Cert/Endorse. Areas/Codes*	SCHOOL YEAR							
	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87
Mentally Imp. (110-130/SA-ST)	3,667	3,733	3,482	3,398	3,470	3,449	3,539	3,558
Emotionally Imp. (140/SE)	1,833	1,878	1,821	1,813	1,873	2,025	2,175	2,258
Learning Dis. (150/SM)	1,914	2,161	2,252	2,319	2,452	2,579	2,703	2,806
Hearing Imp. (160/SL)	474	485	460	446	437	429	426	420
Visually Imp. (170/SK)	180	171	150	152	156	146	146	149
P.O.H.I. (180/SC)	277	288	265	259	261	275	273	265
Sp./Lang. Imp. (290/SB)	1,540	1,593	1,454	1,391	1,413	1,425	1,465	1,444
TC/Ment'l Imp. (210/SU)	284	282	255	281	288	266	278	225
Homebound/Hosp. (280/SH)	171	151	102	88	81	78	70	69
TC/P.O.H.I. (SI)	110	108	100	86	85	78	72	65
Sch. Psych. (SF,SG)	744	781	743	722	650	649	658	669
Social Worker (SD)	996	1,014	858	792	808	814	826	842
Occ/Phy Ther. (NU)	317	335	311	310	321	339	343	362
TOTALS	12,507	12,980	12,253	12,057	12,295	12,552	12,974	13,132

*Codes: Numeral - Special Education Services
Alphabet - Teacher Preparation & Certification Services

Interpretation: In school year 1986-87, the number of job assignments for instructional and ancillary personnel increased by 158 or 1.2% over 1985-86. Job assignments of teachers with SA-ST certificate endorsement areas also increased by 0.5% over the same period.

TABLE 1-a
SPECIAL EDUCATION STUDENT AND
INSTRUCTIONAL-ANCILLARY PERSONNEL COUNTS
1975-1987

School Year	Student Counts	% Of Change From Previous Year	Personnel Counts	% Of Change From Previous Year
1975-76	147,441	---	8,916	---
1976-77	151,580	+2.8%	10,217	+14.6%
1977-78	155,270	+2.4%	10,819	+ 5.9%
1978-79	160,522	+3.4%	11,597	+ 7.2%
1979-80	159,398	-0.7%	12,507	+ 7.8%
1980-81	160,187	+0.5%	12,980	+ 3.8%
1981-82	158,479	-1.1%	12,253	- 5.6%
1982-83	160,639	+1.4%	12,057	- 1.6%
1983-84	162,952	+1.4%	12,295	+ 2.0%
1984-85	167,057	+2.5%	12,552	+ 2.1%
1985-86	167,097	+0.02%	12,974	+ 3.4%
1986-87	166,314	-0.5%	13,132	+ 1.2%

Interpretation: Special education unduplicated pupil count for 1986-87 was 166,314 and job assignments for instructional and ancillary personnel totaled 13,132. The pupil count decreased by 783 while the personnel count for the same year increased by 158 or 1.2% over the previous year.

TABLE 2
INSTRUCTIONAL AND ANCILLARY PERSONNEL
ASSIGNED IN SPECIAL EDUCATION, 1986-87
(By Sex and Age)

Cert/Endorse. Areas/Codes*	SEX			AGE GROUP				Mean Age
	Female	Male	Totals	20-30	31-40	41-50	51+	
Mentally Imp. (110-130/SA-ST)	2,789	769	3,558	611	1,710	804	433	39
Emotionally Imp. (140/SE)	1,733	525	2,258	530	1,138	441	149	37
Learning Dis. (150/SM)	2,459	347	2,806	348	1,402	709	347	40
Hearing Imp. (160/SL)	387	33	420	71	218	84	47	38
Visually Imp. (170/SK)	126	24	150	16	78	38	18	40
P.O.H.I. (180/SC)	226	38	264	33	143	52	36	39
Sp./Lang. Imp. (290/SB)	1,289	155	1,444	137	681	420	206	40
TC/Ment'l Imp. (210/SU)	167	58	225	5	106	82	32	42
Homebound/Hosp. (280/SH)	62	7	69	1	31	18	19	44
TC/P.O.H.I. (SI)	54	11	65	3	22	21	19	45
Sch. Psych. (SF,SG)	367	302	669	36	272	229	132	43
Social Worker (SD)	597	245	842	24	299	277	242	45
Occ/Phy Ther. (NU)	337	25	362	51	190	84	37	39
TOTALS	10,539	2,539	13,132	1,866	6,290	3,259	1,717	39

Interpretation: Of the 13,132 employed in school year 1986-87, 10,539 or 80.3% were females. Of this number of females, 2,789 or 26.5% had an endorsement in SA-ST. Teachers with SA-ST endorsements total 3,558. Forty-eight percent or 6,290 belonged to the 31-40 age group.

TABLE 2-a
INSTRUCTIONAL AND ANCILLARY PERSONNEL
ASSIGNED IN SPECIAL EDUCATION, 1986-87
(By Education and Assignment)

Cert/Endorse. Areas/Codes*	DEGREES COMPLETED			ASSIGNMENT				
	Bachelor's	Master's	Spec./ Doct.	All Grades	Pre-K K	Grades 1-8	Grades 9-12	Central Admin.
Mentally Imp. (110-130/SA-ST)	1,911	1,602	44	1,226	80	1,032	1,181	39
Emotionally Imp. (140/SE)	1,233	985	39	484	38	738	967	31
Learning Dis. (150/SM)	801	1,911	90	463	46	1,167	1,073	57
Hearing Imp. (160/SL)	183	231	6	165	14	136	97	8
Visually Imp. (170/SK)	57	92	1	90	9	28	19	4
P.O.H.I. (180/SC)	129	129	6	96	17	90	55	6
Sp./Lang. Imp. (290/SB)	391	1,030	23	841	60	474	58	11
TC/Ment'l Imp. (210/SU)	50	153	22	64	2	65	93	1
Homebound/Hosp. (280/SH)	30	37	2	57	2	4	5	1
TC/P.O.H.I. (SI)	19	45	1	40	3	10	12	0
Sch. Psych. (SF,SG)	31	400	236	546	13	60	32	18
Social Worker (SD)	29	747	60	630	6	122	76	8
Occ/Phy Ther. (NU)	283	65	2	243	21	66	25	7
TOTALS	5,147	7,427	532	4,945	311	3,992	3,693	191

Interpretation: Of the 13,132 employed in 1986-87, 7,427 or 56.7% had Master's degrees; 4,945 or 37.7% were assigned to programs and services involving all grades.

TABLE 3
INSTRUCTIONAL AND ANCILLARY PERSONNEL
ASSIGNED IN SPECIAL EDUCATION, 1986-87
(By Region)

Cert/Endorse. Areas/Codes*	REGIONS I	II	III	IV	V	Totals
Mentally Imp. (110-130/SA-ST)	123	347	765	934	1,389	3,558
Emotionally Imp. (140/SE)	32	131	570	616	909	2,258
Learning Dis. (150/SM)	98	103	536	643	1,426	2,806
Hearing Imp. (160/SL)	9	20	92	94	205	420
Visually Imp. (170/SK)	0	10	29	38	72	149
P.O.H.I. (180/SC)	1	10	65	57	132	265
Sp./Lang. Imp. (290/SB)	61	99	318	350	616	1,444
TC/Ment'l Imp. (210/SU)	7	12	29	77	100	225
Homebound/Hosp. (280/SH)	1	2	8	18	40	69
TC/P.O.H.I. (SI)	0	8	14	23	20	65
Sch. Psych. (SF,SG)	24	51	156	151	287	669
Social Worker (SD)	12	42	173	187	428	842
Occ/Phy Ther. (NU)	9	27	95	99	132	362
TOTALS	377	862	2,850	3,287	5,756	13,132

Interpretations: Of the 13,132 employed in 1986-87, 5,756 or 43.8% were assigned in Region V and 377 or 2.9% in Region I.

Personnel-Student Ratios, 1986-87

Personnel and student counts were reviewed to determine staff to student ratios.

Table 4 shows personnel-student ratios that include all instructional/ancillary personnel and all handicapped students. The overall average ratio is 1 employee to 12.6 students. This ratio is provided to allow geographical comparisons for planning purposes. It is not intended to reflect the actual level of service as it does not include all staff or provide data on students receiving multiple services.

TABLE 4
PERSONNEL-STUDENT RATIOS BY
REGIONAL AGGREGATES
1986-87

REGION[4]	AGGREGATE TOTALS		RATIO
	Personnel[1]	Student[2]	By Region
I	377	4,937	1:13.1
II	862	12,526	1:14.5
III	2,850	31,826	1:11.2
IV	3,287	45,150	1:13.7
V	5,756	71,356	1:12.4
State Totals	13,132	165,795[3]	1:12.6

1 Includes all professional personnel serving handicapped students in the regions.

2 Includes all students served in the regions.

3 Excludes students served by DOC (233) and DSS (286).

4 See page 45 for map of regions.

Interpretation: The regional personnel-student ratio for Region I is 1:13.1 and the state ratio is 1:12.6.

Instructional and ancillary personnel newly assigned in special education in school year 1986-87.

Social security numbers of personnel were compared to determine instructional and ancillary personnel newly assigned in special education for given years. These additional personnel were either newly graduated and newly employed by the districts in special education or previously assigned in a nonspecial education assignment and newly assigned in special education.

Table 5 reflects state totals on increase or decrease of personnel newly assigned in special education over the eight-year period from 1979-80 through 1986-87. The table shows that there were 431 or 31.7% more teachers newly assigned in special education in school year 1986-87 than there were in 1985-86. Of the 1,791 newly assigned personnel in 1986-87, 499 or 27.9% had endorsements to teach the mentally impaired.

Tables 6 and 6-a present a limited profile of beginning or newly graduated instructional and ancillary personnel newly assigned in special education in school year 1986-87. Of the total 500 personnel, 440 or 88% were females, and 136 or 27.2% were assigned to provide programs/services to handicapped students in all Grades.

Tables 7 and 7-a present a limited profile of experienced instructional and ancillary personnel newly assigned in special education in school year 1986-87. Of the total 1,298, 1,116 or 85.9% were females, and 18 or 1.4% were assigned to provide programs and services to handicapped students in the Pre-K to K level. The mean age of the beginning teachers was 31 while that of the experienced group was 36. Reassignment to special education of experienced and older teachers whose regular education assignments were affected by the gradual decreases in student enrollments may be one factor affecting variances in age.

TABLE 5
NEWLY ASSIGNED SPECIAL EDUCATION INSTRUCTIONAL AND
ANCILLARY PERSONNEL IN MICHIGAN PUBLIC SCHOOLS, 1979-87

Cert/Endorse. Areas/Codes*	SCHOOL YEAR 1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87
Mentally Imp. (110-130/SA-ST)	578	434	251	344	314	350	341	499
Emotionally Imp. (140/SE)	358	352	57	254	227	397	328	374
Learning Dis. (150/SM)	421	398	91	293	285	334	282	358
Hearing Imp. (160/SL)	69	66	25	35	43	41	41	50
Visually Imp. (170/SK)	26	15	21	12	10	11	12	21
P.O.H.I. (180/SC)	32	33	23	21	18	27	21	28
Sp./Lang. Imp. (290/SB)	205	177	139	94	139	121	120	139
TC/Ment'l Imp. (210/SU)	25	17	27	18	10	11	19	7
Homebound/Hosp. (280/SH)	14	16	49	6	7	6	6	15
TC/P.O.H.I. (SI)	10	9	8	6	10	9	5	5
Sch. Psych. (SF,SG)	99	72	38	53	53	56	52	80
Social Worker (SD)	130	102	155	32	70	81	87	139
Occ/Phy Ther. (NU)	84	64	42	57	50	54	46	76
TOTALS	2,051	1,755	1,965	1,225	1,236	1,498	1,360	1,791

Interpretation: There were 1,791 newly assigned in special education in 1986-87, or an increase of 431 or 31.7% over the total of 1,360 newly assigned in 1985-86.

TABLE 6
BEGINNING INSTRUCTIONAL AND ANCILLARY PERSONNEL
NEWLY ASSIGNED IN SPECIAL EDUCATION, 1986-87
(By Sex and Age)

Cert/Endorse. Areas/Codes*	SEX			AGE GROUP				Mean Age
	Female	Male	Totals	20-30	31-40	41-50	51+	
Mentally Imp. (110-130/SA-ST)	148	19	167	115	41	7	4	29
Emotionally Imp. (140/SE)	116	22	138	92	33	11	2	30
Learning Dis. (150/SM)	56	8	64	29	21	10	4	34
Hearing Imp. (160/SL)	13	1	14	11	3	0	0	28
Visually Imp. (170/SK)	4	1	5	1	4	0	0	32
P.O.H.I. (180/SC)	6	0	6	4	2	0	0	30
Sp./Lang. Imp. (290/SB)	39	3	42	29	7	4	2	30
TC/Ment'l Imp. (210/SU)	2	0	2	0	2	0	0	35
Homebound/Hosp. (280/SH)	1	0	1	1	0	0	0	28
TC/P.O.H.I. (SI)	0	0	0	0	0	0	0	0
Sch. Psych. (SF,SG)	5	2	7	5	0	1	1	33
Social Worker (SD)	36	4	40	6	24	8	2	38
Occ/Phy Ther. (NU)	14	0	14	5	9	0	0	31
TOTALS	440	60	500	298	146	41	15	31

Interpretation: Of the 500 newly graduated or first year personnel additions, 440 or 88% were females; 298 or 60% belong to the 20-30 age group, with a mean age of 31.

TABLE 6-a
BEGINNING INSTRUCTIONAL AND ANCILLARY PERSONNEL
NEWLY ASSIGNED IN SPECIAL EDUCATION, 1986-87
(By Education and Assignment)

Cert/Endorse. Areas/Codes*	DEGREES COMPLETED			ASSIGNMENTS				
	Bache-lor's	Mas-ter's	Spec./ Doct.	All Grades	Pre-K K	Grades 1-8	Grades 9-12	Central Admin.
Mentally Imp. (110-130/SA-ST)	153	14	0	38	4	59	65	1
Emotionally Imp. (140/SE)	118	20	0	20	0	50	68	0
Learning Dis. (150/SM)	48	15	0	5	1	36	22	0
Hearing Imp. (160/SL)	11	3	0	4	0	5	5	0
Visually Imp. (170/SK)	3	2	0	3	0	1	1	0
P.O.H.I. (180/SC)	6	0	0	0	1	2	3	0
Sp./Lang. Imp. (290/SB)	2	38	2	24	4	11	3	0
TC/Ment'l Imp. (210/SU)	0	0	0	1	0	0	1	0
Homebound/Hosp. (280/SH)	1	0	0	1	0	0	0	0
TC/P.O.H.I. (SI)	0	0	0	0	0	0	0	0
Sch. Psych. (SF,SG)	1	4	0	4	0	3	0	0
Social Worker (SD)	1	35	0	28	1	8	3	0
Occ/Phy Ther. (NU)	9	5	0	8	3	2	1	0
TOTALS	353	137	7	136	14	177	172	1

Interpretation: Of the newly graduated or first year personnel additions, 353 or 70.6% have Bachelor's degrees and 14 or 2.8% were assigned to Pre-K/K levels.

TABLE 7
EXPERIENCED INSTRUCTIONAL AND ANCILLARY PERSONNEL
NEWLY ASSIGNED IN SPECIAL EDUCATION, 1986-87
(By Sex and Age)

Cert/Endorse. Areas/Codes*	SEX			AGE GROUP				Mean Age
	Female	Male	Totals	20-30	31-40	41-50	51+	
Mentally Imp. (110-130/SA-ST)	289	46	335	98	161	52	24	35
Emotionally Imp. (140/SE)	198	41	239	78	113	39	9	35
Learning Dis. (150/SM)	262	32	294	56	158	58	22	37
Hearing Imp. (160/SL)	34	2	36	15	16	4	1	34
Visually Imp. (170/SK)	13	3	16	5	8	2	1	34
P.O.H.I. (180/SC)	5	0	22	9	9	3	1	33
Sp./Lang. Imp. (290/SB)	91	7	98	32	51	10	5	35
TC/Ment'l Imp. (210/SU)	22	0	22	2	2	1	0	34
Homebound/Hosp. (280/SH)	13	1	14	0	7	3	4	45
TC/P.O.H.I. (SI)	4	1	5	1	2	1	1	42
Sch. Psych. (SF,SG)	52	21	73	7	38	19	9	40
Social Worker (SD)	75	24	99	8	45	36	10	41
Occ/Phy Ther. (NU)	58	4	62	18	30	9	5	36
TOTALS	1,116	182	1,298	329	640	237	92	36

Interpretation: Of the total 1,298 experienced special education personnel newly assigned in special education for 1986-87, 1,116 or 85.9% are females and 640 or 49.3% belong to the 31-40 age group.

TABLE 7-a
EXPERIENCED INSTRUCTIONAL AND ANCILLARY PERSONNEL
NEWLY ASSIGNED IN SPECIAL EDUCATION, 1986-87
(Education and Assignment)

Cert/Endorse. Areas/Codes*	DEGREES COMPLETED			ASSIGNMENT				
	Bache-lor's	Mas-ter's	Spec./ Doct.	All Grades	Pre-K K	Grades 1-8	Grades 9-12	Central Admin.
Mentally Imp. (110-130/SA-ST)	224	108	3	137	3	103	89	3
Emotionally Imp. (140/SE)	144	94	0	74	3	62	99	1
Learning Dis. (150/SM)	121	163	7	79	5	113	96	1
Hearing Imp. (160/SL)	20	15	1	17	0	14	5	0
Visually Imp. (170/SK)	11	5	0	9	0	3	4	0
P.O.H.I. (180/SC)	18	4	0	6	0	10	6	0
Sp./Lang. Imp. (290/SB)	18	78	2	59	3	32	4	0
TC/Ment'l Imp. (210/SU)	3	2	0	3	0	2	0	0
Homebound/Hosp. (280/SH)	8	6	0	7	1	3	3	0
TC/P.O.H.I. (SI)	2	3	0	4	0	0	1	0
Sch. Psych. (SF,SG)	4	45	24	65	1	4	2	1
Social Worker (SD)	4	90	5	77	0	13	8	1
Occ/Phy Ther. (NU)	50	10	0	46	2	9	3	2
TOTALS	627	623	42	583	18	368	320	9

Interpretation: Of the total experienced personnel newly assigned in special education in 1986-87, 623 or 48.2% completed Master's degrees; 18 or 1.4% were assigned to grades Pre-K/K.

Section II: Retention of Instructional and Ancillary Personnel

Number of staff assigned in school years 1979-80 through 1985-86 still in special education assignments in 1986-87 and number of staff no longer in special education assignments.

A review of the social security numbers of special education teachers was conducted to delineate those who were still assigned from those who were no longer assigned in special education over the eight-year period.

Table 8 shows numbers of instructional and ancillary personnel who remained in special education assignments over the eight-year period. The data indicate the turn-over of personnel: of the 12,507 personnel (Table 1) total for school year 1979-80, 7,724 or 61.8% were still in the same special education assignment in school year 1986-87. Teachers with mental impairment (SA-ST) certificate endorsements make up the largest number of special education personnel.

Cumulative attrition or retention rates for instructional and ancillary personnel for school years 1979-80 through 1986-87.

Table 9 reflects the cumulative retention and attrition patterns of personnel from school years 1979-80 through 1986-87. The figures show that 7,724 or 61.8% of the instructional and ancillary personnel employed in school year 1979-80 were still employed in special education in 1986-87.

TABLE 8
RETENTION OF SPECIAL EDUCATION INSTRUCTIONAL AND ANCILLARY PERSONNEL, 1979-87

Cert/Endorse. Areas/Codes*	SCHOOL YEAR						
	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86
Mentally Imp. (110-130/SA-ST)	2,191 60%	2,343 63%	2,375 68%	2,473 73%	2,630 77%	2,851 83%	3,034 86%
Emotionally Imp. (140/SE)	978 53%	1,166 62%	1,227 67%	1,288 71%	1,386 74%	1,640 81%	1,866 86%
Learning Dis. (150/SM)	1,481 77%	1,689 78%	1,776 79%	1,872 81%	2,034 83%	2,250 87%	2,439 90%
Hearing Imp. (160/SL)	272 57%	295 61%	310 65%	314 70%	326 75%	348 81%	368 86%
Visually Imp. (170/SK)	99 55%	108 63%	106 71%	112 74%	119 76%	124 85%	129 88%
P.O.H.I. (180/SC)	186 67%	198 69%	191 72%	194 75%	203 78%	222 81%	235 86%
Sp./Lang. Imp. (290/SB)	1,025 67%	1,096 69%	1,089 75%	1,083 78%	1,151 81%	1,221 86%	1,297 89%
TC/Ment'l Imp. (210/SU)	177 62%	189 65%	193 76%	201 72%	201 70%	209 79%	218 78%
Homebound/Hosp. (280/SH)	48 28%	49 32%	51 50%	50 57%	55 68%	57 73%	54 77%
TC/P.O.H.I. (SI)	49 45%	52 48%	50 50%	52 60%	57 67%	60 77%	60 83%
Sch. Psych. (SF,SG)	461 62%	491 63%	489 66%	500 69%	529 81%	559 86%	587 89%
Social Worker (SD)	582 58%	620 61%	588 69%	573 72%	613 76%	659 81%	703 85%
Occ/Phy Ther. (NU)	175 55%	188 53%	196 63%	206 66%	227 71%	265 78%	286 83%
TOTALS	7,724 62%	8,484 65%	8,641 70%	8,918 74%	9,531 78%	10,465 83%	11,276 87%

Interpretation: Of the 12,507 (Table 1) personnel totals in 1979-80, 7,724 or 62% were still employed in the same assignments in 1986-87.

TABLE 9
RETENTION AND ATTRITION OF SPECIAL EDUCATION
INSTRUCTIONAL AND ANCILLARY PERSONNEL
1979-87

	SCHOOL YEAR						
	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86
Special Education Personnel Totals by Year	12,507	12,980	12,253	12,057	12,295	12,552	12,974
Personnel Still Employed in Special Education, 1986-87	7,724	8,484	8,641	8,918	9,531	10,465	11,276
Percent	61.8%	67.8%	70.5%	74.0%	77.5%	83.4%	86.9%
Personnel No Longer Employed in Special Education, 1986-87	4,783	4,496	3,612	3,139	2,764	2,087	1,698
Percent	38.2%	32.2%	29.5%	26.0%	22.5%	16.6%	13.1%

Interpretation: Of the 12,507 instructional and ancillary personnel employed in special education for school year 1979-80, 7,724 or 61.8% were still in the same special education assignments in 1986-87 and 4,783 or 38.2% either left, were reassigned in other areas, or were terminated between school years 1979-80 through 1986-87.

Section III: Certificate Endorsements, School Years 1979 through 1987.

Endorsements for instructional and ancillary personnel recommended by the teacher-training institutions in 1986-87 and how this number compared with those of previous years.

To better assess the available supply of personnel, the numbers of recommendations for certificate endorsements over an eight-year period were determined.

Tables 10 and 10-a show numbers of certificate endorsements recommended by teacher-training institutions for approval by the Department of Education. Table 10 reflects actual numbers of initial provisional certificates approved over an eight-year period. There was a significant decrease in the number of endorsements from 1982-83 through 1984-85; however, there was a sharp increase in 1985-86.

Table 10-a shows a total of 824 endorsements recommended by Michigan teacher-training institutions. Eastern Michigan University submitted the most recommendations: 187 or 22.7% of totals. Of the grand total of 1,093, 24.6% or 269 were recommended for approval by teacher-training institutions in other states. Of the total 343 recommendations for the SA-ST endorsement, 238 or 69.4% were from Michigan universities and colleges.

In assessing numbers of certificate endorsements, no investigation has been done to determine the implications of such factors as the following: (a) possibility of multiple counting of teachers because of multiple endorsements on their teaching certificates; and (b) differences and possible duplications in the definitions of terms used by Teacher Certification Services on one hand and Special Education Services on the other.

Table 10-a is a presentation of information for 1986-87 available as of 10-17-87.

TABLE 10
INITIAL PROVISIONAL CERTIFICATE ENDORSEMENTS
IN SPECIAL EDUCATION*
1979-1987

Cert/Endorse. Areas/Codes	SCHOOL YEAR 1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87
Mentally Imp. (110-130/SA-ST)	503	430	451	348	287	210	267	238
Emotionally Imp. (140/SE)	290	240	304	323	275	187	226	235
Learning Dis. (150/SM)	136	118	111	136	103	87	117	133
Hearing Imp. (160/SL)	61	57	58	56	44	31	36	35
Visually Imp. (170/SK)	48	42	33	46	50	27	32	24
Phys. & Other H.I. (180/SC)	120	90	89	97	62	41	71	41
Autistic Imp. (193/SV)	--	--	--	--	--	--	4	4
Speech/Lang. Imp. (290/SB)	170	111	106	73	78	58	90	41
Homebound/Hosp. (280/SH)	120	88	88	93	62	37	62	37
TOTALS	1,448	1,176	1,240	1,172	961	678	904	824

Interpretation: There were 80 or 9% less recommendations in 1986-87 then there were in 1985-86. Of the total number of recommendations for 1986-87, the recommended endorsements for teachers of the mentally impaired (110-130/SA-ST) decreased from 267 in 1985-86 to 238 or 10.9% less in 1986-87.

*Michigan totals only as of 10-16-87

TABLE 10-a
SPECIAL EDUCATION CERTIFICATE ENDORSEMENTS
RECOMMENDED BY EDUCATIONAL INSTITUTIONS
1986-87*

Educational Institutions	SCHOOL YEAR 110-130 SA	140 SE	150 SM	160 SL	170 SK	180 SC	290 SB	280 SH	193 SV	TOTALS
Central MI Univ.	50	50	2	0	0	1	20	1	1	125
Eastern MI Univ.	45	69	9	19	10	9	17	9	0	187
Gr. Valley St. Col.	45	39	37	8	0	5	0	1	0	135
Hope College	0	7	23	0	0	0	0	0	0	30
Madonna College	0	4	4	0	0	0	1	0	0	9
Marygrove College	1	2	5	0	0	0	0	0	0	8
Michigan St. Univ.	22	21	5	8	6	0	19	0	0	81
Nazareth College	0	0	2	0	0	0	0	0	0	2
Northern MI Univ.	0	0	0	0	0	0	0	0	0	0
Oakland University	1	4	13	0	0	0	0	0	2	20
Saginaw Valley Col.	1	0	0	0	0	0	0	0	0	1
Univ. of Detroit	0	3	10	0	0	0	0	0	0	13
Univ. of Michigan	1	1	3	0	0	0	4	0	0	9
Wayne State Univ.	22	2	9	0	2	20	3	20	0	78
Western MI Univ.	35	33	3	0	6	6	13	6	1	103
Others (Michigan)	15	0	8	0	0	0	0	0	0	23
TOTALS	238	235	133	35	24	41	77	37	4	824
Other States	105	28	50	18	3	3	59	3	0	269
GRAND TOTALS	343	263	183	53	27	44	136	40	4	1,093

Interpretation: Recommendations from Michigan institutions for initial certificate endorsements in 1986-87 total 824. Recommendations from out-of-state teacher training institutions total 269; of the grand total number, 343 or 31.4% were for certificate endorsements for teachers of the mentally impaired (SA).

*Information available as of 10-17-87.

Section IV: Instructional Personnel Approvals: 1979 through 1987

Recommendations for teacher approvals received and approved by Special Education Services from 1979 through 1987 and the number that were granted temporary, continuing, or emergency approvals.

Table 11 presents aggregate numbers of classroom teacher approvals granted by Special Education Services over an eight-year period. Tables 11-a through 11-h reflect in more detail teacher approvals granted by Special Education Services from 1979 through 1987.

Tables 12 and 12-a likewise present aggregated numbers of teacher consultant approvals by category and by year.

TABLE 11
TEACHER APPROVALS
1979-87

Year	Temporary Approvals	Emergency Temporary Approvals	Continuing Temporary Approvals	Totals By Year
1979-80	441 (94%)	27 (6%)	*	468
1980-81	537 (93%)	38 (7%)	*	575
1981-82	143 (34%)	27 (6%)	252 (60%)	422
1982-83	109 (31%)	9 (3%)	236 (67%)	354
1983-84	122 (51%)	2 (.9%)	115 (48.1%)	239
1984-85	84 (46.2%)	8 (4.4%)	90 (49.5%)	182
1985-86	127 (56.4%)	9 (4%)	89 (39.6%)	225
1986-87	194 (65.6%)	17 (5.7%)	85 (28.7%)	296
TOTALS	1,757 (63.6%)	137 (5.0%)	867 (31.4%)	2,761

*Continuing temporary approvals for school years 1979-80 and 1980-81 were combined with temporary approvals.

TABLE 11-a
Teacher Approvals, 1979-80

CODES	TEMPORARY APPROVALS								EMERGENCY TEMPORARY APPROVALS							COLLEGE
COLLEGES	110	120	130	140	150	160	180	TOTALS	110	120	130	140	150	180	TOTALS	TOTALS
Andrews Univer.					3			3					1		1	4
Calvin College								0								0
Central Michigan	5	1		15	88			109	1	1		7	3		12	121
Eastern Michigan	3		2	14	89			108					1		1	109
Grand Valley	3			8	29	8		48							0	48
Hope College					5			5				1			1	6
Madonna College				1	5			6							0	6
Marygrove College	1			1	2			4							0	4
Michigan State				1	21			22	1			1	1		3	25
Nazareth College								0							0	0
Northern Michigan					11			11	1						1	12
Oakland Univer.				2	44			46							0	46
Univer. of Detroit								0								0
Univer. of Michigan		1		1	1			3					1		0	4
Wayne State		1		5	20		1	27		1		1	2		4	31
Western Michigan		1		2	46			49		1		2	1		4	53
TOTALS	12	4	2	50	364	8	1	441	3	3	0	12	9	0	27	468

TABLE 11-b
Teacher Approvals, 1980-81

CODES / COLLEGES	TEMPORARY APPROVALS 110	120	130	140	150	160	180	TOTALS	EMERGENCY TEMPORARY APPROVALS 110	120	130	140	150	180	TOTALS	COLLEGE TOTALS
Andrews Univer.					7			7							0	7
Calvin College								0								0
Central Michigan	6	3		39	123			171	4	1		4	5		14	185
Eastern Michigan	2		2	15	111		1	131					3		3	134
Grand Valley	2			3	17			22					1		1	23
Hope College					1			1							0	1
Madonna College				1	5			6							0	6
Marygrove College					5			5							0	5
Michigan State	1			4	36			41	2			2	2		6	47
Nazareth College								0							0	0
Northern Michigan					16			16					4		4	20
Oakland Univer.				6	37			43				1	3		4	47
Univer. of Detroit								0								0
Univer. of Michigan				1	2			3					1		1	4
Wayne State	1	1		4	19		1	26					1		1	27
Western Michigan	1			3	61			65				4			4	69
TOTALS	13	4	2	76	440	0	2	537	6	1	0	11	20	0	38	575

TABLE 11-c
Teacher Approvals, 1981-82

CODES	TEMPORARY APPROVALS							EMERGENCY TEMPORARY APPROVALS							CONTINUING TEMPORARY APPROVALS							COLLEGE
COLLEGES	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	TOTALS
Andrews Univer.					3		3							0							0	3
Calvin College							0							0							0	0
Central Michigan	1			10	23		34	2	1		1	4		8	3	1		15	86		105	147
Eastern Michigan				4	22		26		3	1				4			0	1	58		59	89
Grand Valley				3	7		10				2	1		3	1			1	3		5	18
Hope College					1		1				1			1				1			1	3
Madonna College					3		3							0					1		1	4
Marygrove College				1			1							0							0	1
Michigan State			1	1	15		17		1			1		2	1				20		21	40
Nazareth College					1		1							0					1		1	2
Northern Michigan					2		2					1		1					10		10	13
Oakland Univer.				2	11		13				1			1					14		14	28
Univer. of Detroit							0							0							0	0
Univer. of Michigan					1		1							0				3	1		4	5
Wayne State	2			2	9	1	14				1	2		3	3	2			6		11	28
Western Michigan				2	15		17	1			3			4				1	19		20	41
TOTALS	3	0	1	25	113	1	143	3	5	1	9	9	0	27	8	3	0	22	219	0	252	422

TABLE 11-d
Teacher Approvals, 1982-83

CODES	TEMPORARY APPROVALS							EMERGENCY TEMPORARY APPROVALS							CONTINUING TEMPORARY APPROVALS							COLLEGE
COLLEGES	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	TOTALS
Andrews Univer.							0							0							0	0
Calvin College							0							0							0	0
Central Michigan	4			4	18		26					4		4	4			21	67		92	122
Eastern Michigan	1			2	28		31				1			1	1			4	56		61	93
Grand Valley	4				13		17					1		1				2	9		11	29
Hope College							0							0				2			2	2
Madonna College							0							0					1		1	1
Marygrove College				1	2		3							0							0	3
Michigan State				1	8		9	1						1				1	17		18	28
Nazareth College							0							0							0	0
Northern Michigan					2		2							0					6		6	8
Oakland Univer.				5	2		7					1		1					11		11	19
Univer. of Detroit							0							0							0	0
Univer. of Michigan					1		1							0							0	1
Wayne State	1			1	1		3							0	2			4	10		16	19
Western Michigan	1			1	8		10				1			0					18		18	29
TOTALS	11	0	0	15	83	0	109	1	0	1	1	6	0	9	7	0	0	34	195	0	236	354

TABLE 11-e
Teacher Approvals, 1983-84

CODES	TEMPORARY APPROVALS							EMERGENCY TEMPORARY APPROVALS							CONTINUING TEMPORARY APPROVALS							COLLEGE
COLLEGES	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	TOTALS
Andrews Univer.							0							0					1		1	1
Calvin College							0							0							0	0
Central Michigan	6			5	24		35							0	2			6	52		60	95
Eastern Michigan				5	28		33					1		1	2			1	23		26	60
Grand Valley	2			1	17		20							0	1				4		4	25
Hope College							0							0				2	1		1	3
Madonna College							0							0								0
Marygrove College					2		2							0								2
Michigan State					2		2							0					4		4	6
Nazareth College							0							0								0
Northern Michigan					2		2							0					1		1	3
Oakland Univer.				1	8		9					1		1					3		3	13
Univer. of Detroit							0							0								0
Univer. of Michigan							0							0								0
Wayne State				3	1		4							0					3		3	7
Western Michigan	2			3	10		15							0					9		9	24
TOTALS	10	0	0	18	94	0	122	0	0	0	0	2	0	2	5	0	0	9	101		115	239

TABLE 11-f
Teacher Approvals, 1984-85

CODES	TEMPORARY APPROVALS							EMERGENCY TEMPORARY APPROVALS							CONTINUING TEMPORARY APPROVALS							COLLEGE
COLLEGES	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	TOTALS
Andrews Univer.							0							0							1	1
Calvin College							0							0							0	0
Central Michigan	4			2	13		19							0	2			2	39		43	62
Eastern Michigan				2	9	2	13					1		1					28		28	42
Grand Valley	1			1	18		20					1		1				1	3		4	25
Hope College							0							0							0	0
Madonna College							0							0							0	0
Marygrove College							0							0							0	0
Michigan State				1	1		2							0					1		1	3
Nazareth College							0							0					3		3	3
Northern Michigan					5		5					3		3							0	8
Oakland Univer.					3		3							0				2	4		6	9
Univer. of Detroit							0				2	1		3							0	3
Univer. of Michigan							0							0							0	0
Wayne State					1		1							0							0	1
Western Michigan				3	18		21							0					4		4	25
TOTALS	5	0	0	9	68	2	84	0	0	0	2	6	0	8	0	0	0	5	83	0	90	182

TABLE 11-g
Teacher Approvals, 1985-86

CODES	TEMPORARY APPROVALS							EMERGENCY TEMPORARY APPROVALS							CONTINUING TEMPORARY APPROVALS							COLLEGE
COLLEGES	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	TOTALS
Andrews Univers.					1		1							0							0	1
Calvin College					1		1							0							0	1
Central Michigan	4			11	24		39	5			3	18		26	1			1			2	67
Eastern Michigan				3	20		23				1	29		30					3		3	56
Grand Valley	1			1	24		26				1	8		9					1		1	36
Hope College							0							0							0	0
Madonna College					1		1							0							0	1
Marygrove College					1		1							0							0	1
Michigan State	1						1				1	1		2					1		1	4
Nazareth College					1		1					1		1							0	2
Northern Michigan					2		2							0					1		1	3
Oakland Univer.	1				3		4				4	5		9							0	13
Univer. of Detroit							0							0							0	0
Univer. of Michigan					1		1							0							0	1
Wayne State					4		4				1			1							0	5
Western Michigan					22		22					11		11				1			1	34
TOTALS	7			15	105		127	5			11	73		89	1			2	6		9	225

TABLE 11-h
Teacher Approvals, 1986-87

CODES	TEMPORARY APPROVALS							EMERGENCY TEMPORARY APPROVALS							CONTINUING TEMPORARY APPROVALS							COLLEGE
COLLEGES	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	TOTALS
Andrews Univer.					1		1							0							0	1
Calvin College							0							0							0	0
Central Michigan	16			8	31		55				1			1				3	24		27	83
Eastern Michigan	6			5	37		48					1		1				4	24		28	77
Grand Valley	2				7		9				1	7		8					3		3	20
Hope College							0					1		1							0	1
Madonna College					1		1							0							0	1
Marygrove College					3		3							0							0	3
Michigan State				2	6		8				2	1		3				1	1		2	13
Nazareth College					6		6							0					2		2	8
Northern Michigan					8		8					3		3				1	4		5	16
Oakland University				2	9		11					2		2				1	2		3	16
University of Detroit							0							0							0	0
University of Michigan							0							0							0	0
Wayne State				1	5		6							0					1		1	7
Western Michigan	1			4	33		38				4	3		7					14		14	59
TOTALS	25	0	0	22	147	0	194	0	0	0	8	18	0	26	0	0	0	10	75	0	85	305

TABLE 12
TEACHER CONSULTANT APPROVALS
1979-1987

APPROVAL CATEGORY	SCHOOL YEAR 1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	Totals
Mentally Imp. (210)	283	259	194	216	147	149	177	839	2,264
Emotionally Imp. (220)	216	203	183	165	159	137	177	683	1,923
Learning Dis. (230)	304	269	248	262	183	190	238	591	2,285
Hearing Imp. (240)	31	45	35	23	25	14	14	74	261
Visually Imp. (250)	21	18	18	8	10	2	9	25	111
P.O.H.I. (260)	61	57	37	35	28	29	38	103	388
TOTALS	916	851	715	709	552	521	653	2,315*	7,232

*The large number of approvals may be a reflection of the revised special education rules.

TABLE 12-a
TEACHER CONSULTANT EMERGENCY APPROVALS
1979-1987

APPROVAL CATEGORY	SCHOOL YEAR 1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	Totals
Mentally Imp. (210)	6	8	1	3	0	3	2	0	23
Emotionally Imp. (220)	8	15	6	3	2	5	3	6	48
Learning Dis. (230)	32	14	11	4	2	5	3	3	74
Hearing Imp. (240)	0	2	3	0	0	3	2	5	15
Visually Imp. (250)	5	4	2	2	2	2	2	3	22
P.O.H.I. (260)	3	3	3	2	4	1	4	0	20
TOTALS	54	46	26	14	10	19	16	17	202

Section V: Administrators-Supervisors and Student Counts

Administrators and supervisors employed in special education in school year 1986-87 and the number of those employed in school years 1979-80 through 1985-86 still in special education administration/supervisory assignments in 1986-87.

Table 13 shows actual counts of special education administrators (Directors --AR, Supervisors --AY) for school year 1986-87. The 428 total reflects a decrease of 37 or 8% over the previous year's total of 465. The number of female administrators (151 or 35.3% of total for year) represents a decrease over last year's 162. Four hundred and fourteen of the administrators or 96.7% had Master's degrees or higher.

Table 14 combines the administrator and supervisor counts. It presents administrator counts by year, compares each year totals with previous years, and delineates numbers of those who remained in or left special education administrative assignments. Line A shows 14 or 3.1% less administrators in school year 1983-84 than there were in 1982-83. Line B reflects the degree of administrator turnover: of the 436 employed in 1983-84, 290 or 66.5% were still in special education administrative assignments in 1985-86. Line C depicts a decreasing attrition rate from 39% in 1979-80 to 22.6% in 1985-86.

Comparison of administrative staff with student counts and number of recommendations for administrator approvals received by Special Education Services from 1979 through 1986.

Tables 15 and 15-a show numbers of administrators (Directors -AR -330 and Supervisors -AY -340) recommended for full and temporary approvals over an eight-year period: 1979-80 through 1986-87. Wayne State University has recommended the most number for administrator approvals: 282 (temporary) and 100 (full).

TABLE 13
SPECIAL EDUCATION ADMINISTRATIVE
PERSONNEL, 1986-87

VARIABLES	PERSONNEL CATEGORIES DIRECTORS AR*	SUPERVISORS AY*	TOTAL
I. SEX			
(a) Female	60	91	151
(b) Male	138	139	277
Totals	198	230	428
II. AGE GROUPS			
(a) 20-30	1	3	4
(b) 31-40	33	71	104
(c) 41-50	98	81	179
(d) 51+	66	75	141
Totals	198	230	428
Mean Age	48	46	
III. DEGREES COMPLETED			
(a) Bachelor's	8	6	14
(b) Master's	138	187	325
(c) Specialist/ Doctorate	52	37	89
Totals	198	230	428
IV. ASSIGNMENT LEVELS			
(a) All Grades	69	118	187
(b) Pre K-K	1	0	1
(c) Grades 1-8	16	12	28
(d) Grades 9-12	4	18	22
(e) Central Adm.	108	82	190
Totals	198	230	428

*Codes: Teacher Preparation and Certification Services

Interpretation: There were 428 administrators in school year 1986-87: 198 Directors (AR) and 230 Supervisors (AY).

TABLE 14
RETENTION AND ATTRITION OF
SPECIAL EDUCATION ADMINISTRATORS
1978-87

	SCHOOL YEAR						
	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86
A. Administrator Totals by Year	387	405	441	450	436	437	465
B. Administrators Still Employed, 1986-87	236	257	274	281	290	315	360
% Annual Retention	61%	63.5%	62.1%	62.4%	66.5%	72.1%	77.4%
C. Administrators No Longer Employed, 1986-87	151	148	167	169	146	122	105
% Annual Attrition	39%	36.5%	37.9%	27.6%	33.5%	27.9%	22.6%

Interpretation: The number of administrators had increased every year until 1983-84 when it decreased from the previous year by 14 or 3.1%.

TABLE 15
ADMINISTRATOR APPROVALS - FULL
1979-1987

CODES / COLLEGES	1979-80		1980-81		1981-82		1982-83		1983-84		1984-85		1985-86		1986-87	
	*330	340**	330	340	330	340	330	340	330	340	330	340	330	340	330	340
Central MI University	2	0	0	2	0	5	0	4	***		-	-	-	-	-	-
Eastern MI University	5	3	6	5	3	3	4	7	2	8	1	2	0	4	8	13
Grand Valley State College	0	1	0	0	2	1	0	0	0	4	4	5	6	3	6	18
Michigan State University	5	16	2	11	3	7	0	4	2	7	1	5	0	1	11	14
University of Michigan	2	3	2	3	0	1	0	1	***		-	-	-	-	-	-
Northern MI University	0	0	0	0	0	0	0	1	0	0	1	1	0	0	1	1
University of Detroit	-	-	-	-	-	-	-	-	****		0	0	0	0	1	2
Wayne State University	14	26	4	19	3	10	0	4	0	7	2	3	8	0	29	28
Western MI University	1	8	1	3	2	1	0	1	1	3	4	4	0	3	5	0
Out-of-State Colleges	0	1	1	0	3	2	0	0	0	1	0	1	0	0	0	2
Grandperson	1	0	5	8	4	15	5	8	0	0	0	0	0	0	0	0
TOTALS	30	58	21	51	20	45	9	30	5	30	13	21	14	11	61	78
	88		72		65		65		39		35		25		139	

* Directors
** Supervisors
*** Discontinued Administrator Training Program in fall of 1983
**** Initiated Administrator Training Program in fall of 1983

TABLE 15-a
ADMINISTRATOR APPROVALS - TEMPORARY
1979-1987

CODES / COLLEGES	1979-80		1980-81		1981-82		1982-83		1983-84		1984-85		1985-86		1986-87	
	*330	340**	330	340	330	340	330	340	330	340	330	340	330	340	330	340
Central MI University	1	7	0	10	0	3	2	2	***		-	-	-	-	-	-
Eastern MI University	9	7	2	9	5	9	8	14	3	11	2	12	7	9	3	6
Grand Valley State College	1	1	1	1	0	4	0	3	31	17	7	10	11	20	4	7
Michigan State University	2	26	4	12	2	8	1	9	1	11	3	3	3	4	3	3
University of Michigan	0	0	0	0	0	0	0	1	***		-	-	1	-	-	-
Northern MI University	0	0	3	1	1	3	1	2	0	0	0	0	0	0	0	4
University of Detroit	-	-	-	-	-	-	-	-	****		0	0	0	1	0	0
Wayne State University	11	32	7	13	13	17	8	18	14	43	24	36	9	37	5	11
Western MI University	1	7	2	3	1	5	2	7	1	6	4	8	2	8	1	1
Out-of-State Colleges	0	0	2	0	0	0	0	0	1	0	0	0	1	0	0	1
Grandperson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS	25	80	21	49	22	49	22	56	51	88	40	69	34	79	16	33
	105		70		71		78		139		109		113		49	

* Directors
** Supervisors
*** Discontinued Administrator Training Program in fall of 1983
**** Initiated Administrator Training Program in fall of 1983

SUMMARY

It is obvious that personnel supply and demand depend upon more factors than were presented in this report. Certain limits on time and other resources have precluded the conduct of a more thorough data collection and analysis. Since the primary purpose of this report was to present a compilation of relevant data regarding special education personnel employed in Michigan Public Schools, no recommendations have been formulated.

This document has been compiled by Joseph R. Gomez, Jr., Special Education Consultant, Special Education Services. Questions regarding the contents of this study should be directed to Dr. Gomez at (517) 373-6488.

ATTACHMENTS

ATTACHMENT A

DEFINITION OF TERMS

For the purposes of this report, the following terms were reconciled to assure consistency of meanings across a number of data collection forms. These items, as used in both Special Education Services and Teacher Preparation & Certification Services, are delineated to facilitate data manipulation and analysis. Special Education terms and corresponding coding are used as the primary categories; Teacher Certification terms are combined with the primary categories to which each corresponds.

SPECIAL EDUCATION TERMS USED IN REPORT		CORRESPONDING TEACHER CERTIFICATION TERMS	
1. Mentally Impaired		1. Mentally Handicapped	(SA)
Educable Mentally	(110)	including Trainable	(ST)
Trainable Mentally	(120)		
Severely Mentally	(130)		
2. Emotionally Impaired	(140)	2. Emotionally Disturbed	(SE)
3. Learning Disabled	(150)	3. Learning Disabilities	(SM)
4. Hearing Impaired	(160)	4. Education of the Deaf	(SL)
5. Visually Impaired	(170)	5. Education of the Blind	(SK)
6. Physically & Otherwise Health Impaired	(180)	6. Orthopedically Handicapped	(SC)
7. Severely Multiply Imp.	(190)	7. ---	
8. Severely Lang. Imp.	(192)	8. Speech Correction	(SB)
9. TC Mentally Impaired	(210)	9. Consultant for Mentally Imp.	(SU)
10. Homebound/Hospitalized	(280)	10. Teacher of Homebound	(SH)
11. TC Phys. & Other. H.I.	(260)	11. TC for Physically Impaired	(SI)
12. School Psychologist		12. Diagnostician	(SF)
13. Social Worker		13. School Social Worker	(SD)
14. Director of Spec. Ed.		14. Special Education Director	(AR)
15. Supervisor of Spec. Ed.		15. Supervisor, Special Education	(AY)
16. Occ./Phys. Therapist		16. Occ./Phys. Therapist	(NU)

NOTE: In determining personnel configurations, teacher consultants, not specifically indicated were included with relating certification areas, i.e., teacher consultants for learning disabled are counted with teachers for the learning disabled (150/SM).

TEACHER PREPARATION & CERTIFICATION SERVICES ALPHA CODES

Administration

AA--Superintendent, General
AB--Assistant Superintendent, General
AC--Admin. of Finance or Business
AD--Admin. of Instruction
AE--Admin. of Plan & Facilities
AF--Admin. of Employed Personnel
AG--Admin. of Research
AH--Principal, Secondary
AI--Principal, Elementary
AJ--Asst. Principal, Secondary
AK--Asst. Principal, Elementary
AL--Consult., Subject Area
AM--Consult., Elementary
AN--Consult., Secondary
AO--Coordinator, Subject Area
AP--Supervisor, Secondary
AQ--Supervisor, Secondary
AR--Special Education Director
AS--Consultant, State and Federal Programs
AT--Community School Director
AU--Director, Vocational Education
AV--Director, Data Processing
AW--Director, Transportation
AX--Director, Continuing or Audit Education
AY--Supervisor, Special Education

Miscellaneous

NC--Driver and Safety Education
ND--Library Science
NE--Elementary Grades
NJ--Environmental Studies
NM--Junior High Grades
NT--Counselor
NU--Occupational/Physical Ther.
NV--Media Specialist
NX--Other
NY--School Nurse
NZ--Sex Education

Special Education

SA--Mentally Handicapped
SB--Speech Correction
SC--Orthopedically Handicapped
SD--School Social Worker
SE--Emotionally Disturbed
SF--Diagnostician
SG--Psychologist
SH--Teacher of Homebound
SI--Teacher Consultant for Physically Impaired
SK--Education of the Blind
SL--Education of the Deaf
ST--Teacher of Trainable
SU--Consultant for Mentally Handicapped
SM--Learning Disabilities
SV--Teacher of the Autistic

ATTACHMENT B

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INTERMEDIATE SCHOOL DISTRICTS BY REGION (cont.)

REGION 1
Regional Planner: **Craig Sparks**

Copper County
Delta-Schoolcraft
Dickinson-Iron
Eastern U.P.
Gogebic-Ontonagon
Eastern UP (Chippewa-Luce-Mackinac)
Marquette-Alger
Menominee
Liaison for:
Dept. of Social Services

REGION 2
Regional Planner: **Michael O'Leary**

AMA (Alpena-Montmorency-Alcona)
Charlevoix-Emmet
COP (Cheboygan-Otsego-Presque Isle)
Clare-Gladwin
COOR (Crawford-Ogemaw-Oscoda-Roscommon)
Grand Traverse
Gratiot-Isabella
Iosco
Manistee
Mason-Lake
Mecosta-Osceola
Newaygo
Oceana
Wexford-Missaukee
Assistant Liaison for:
Dept. of Mental Health

REGION 3
Regional Planner: **Gerald Nester**

Allegan
Barry
Berrien
Branch
Calhoun
Cass
Ionia
Kalamazoo Valley
Kent
Montcalm
Muskegon
Ottawa
St. Joseph
Van Buren
Liaison for:
Dept. of Mental Health

REGION 4: Regional Planner Position Vacant
Interim Planner-Thumb Area: **Michael O'Leary**

Bay-Arenac
Genesee
Huron
Lapeer
Midland
Saginaw
Sanilac
Shiawassee
Tuscola

Interim Planner-Southern Area: **Ron Greiner**

Clinton
Eaton
Hillsdale
Ingham
Jackson
Lenawee
Livingston
Monroe
Washtenaw

REGION 5
Regional Planner: **Ron Greiner**

Macomb
Oakland
St. Clair
Wayne
Liaison for:
Dept. of Corrections

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ACKNOWLEDGMENTS

This document has been prepared by:

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MICHIGAN STATE BOARD OF EDUCATION
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